

SEPTEMBER 1990

USAFACFS Pam 608-1



FORT SILL ARMY FAMILY ACTION PLAN VII 1990

DIRECTORATE OF PERSONNEL AND COMMUNITY ACTIVITIES



12 September 1990

FOREWORD

Fort Sill Army Family Action Plan FSAFAP VII 1990


The 1980s proved to be a turning point for the U.S. Army and its families. As a result of the 1983 Army White Paper, we've taken great strides in upholding the basic philosophy first set forth in that White Paper, which states:

"A partnership exists between the Army and Army families. The Army's unique missions, concept of service and lifestyle of its members--all affect the nature of this partnership. Toward the goal of building a strong partnership, the Army remains committed to assuring adequate support to families in order to promote wellness; to develop a sense of community; and to strengthen the mutually reinforcing bonds between the Army and its families."

These words are as true today as they were in 1983. At no other time in the Army's history has so much been done to bind the soldier and his family to the Army as an institution. The need to recognize the role families play in achieving the Army's goals of recruiting, readiness, and retention is the heart of this movement.

The Army Family Action Plan process is a direct result of the 1983 Army White Paper. It's your forum. You can raise issues of concern to you and your family. The Army Family Action Plan acts as a bridge between Army families and Army readiness.

I challenge you to get actively involved with Fort Sill's Army Family Action Plan. How much we achieve depends on leadership and caring by our commanders, soldiers, and family members.


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USAFACFS Pamphlet
No. 608-1

12 September 1990

Personal Affairs
FORT SILL ARMY FAMILY ACTION PLAN (FSAFAP)

1. The Fort Sill Army Family Action Plan (FSAFAP) is based on Fort Sill's unique and special missions. Fort Sill prepares troops for combat, trains field artillery leaders, conducts initial entry training and all progression training of field artillerymen, and develops field artillery doctrine and material for export to the total force. Fort Sill has a rich history of service to the Army and the nation. These three areas -- training, doctrine, and history -- are the special circumstances which tie the 1990 FSAFAP together and make it unique.

2. This document provides the means to realize the concept of the Total Army family. The FSAFAP task force has developed new issues which meet local and Army-wide situations.

3. TRADOC charged Fort Sill with the responsibility to develop and implement a viable program that publicizes the success of the plan and keeps it foremost in the minds of members of the Army family.

4. To meet a TRADOC report requirement, each action office will prepare a status report on each initiative for which they are responsible and submit to Family Support Division. Reports will be made as follows: Interim Report, 8 November 1990; Final Report, 11 April 1991. The reports will address each initiative and explain what was done to support the initiative.

5. Contents

a. Chapter 1 - Initiatives.

b. Chapter 2 - Installation Family Coordinator Guide.

*This pamphlet supersedes USAFACFS Pamphlet 608-1, 20 October 1989.

CHAPTER 1

INITIATIVES

1-1. GENERAL.

a. This chapter presents the list of issues selected for inclusion in the Fort Sill Army Family Action Plan VII.

b. Twelve issues appear in seven categories: Relocation/Sponsorship, Family Support, Medical, Single Soldier, Retiree, Reserve Components, and Youth. An eighth category, Education, has no local issues; however, two of its issues were sent to U.S. Army Training and Doctrine Command (TRADOC) for consideration.

c. The attendees at the annual Family Action Plan planning seminar, conducted at Fort Sill, Oklahoma, on 15-16 March 1990, developed the list of issues. Participants included representatives from all MSCs, special staff sections, retirees, family members, and civilian employees.

d. The Directorate of Personnel and Community Activities (DPCA) formed a Fort Sill Family Action Plan Review Committee. The committee is made up of one representative from each seminar work group, and DPCA staff members. The purpose of the committee is to track the progress of the issues throughout the year.

1-2. SINGLE SOLDIER. The intent of these issues is to increase involvement of single soldiers in Total Army activities, to improve self-image of single soldiers, and enhance their quality of life.

Issue 1. Junior Enlisted Council.

a. Issue. A Junior Enlisted Council would affect soldiers E1 through E4.

(1) There is a lack of communication in chain of command

(2) Soldiers do not believe they are being heard.

(3) Problems are not being handled and most problems are not followed through.

b. Recommended actions

(1) Establish guidelines to conduct council meetings.

(2) Have minutes recorded from meetings and forwarded to major command to ensure compliance.

(3) Have guidelines mandated from post level.

ACTION OFFICE: CSM, USAFACFS

STATUS: Based on comments received, the Fort Sill Army Family Action Plan Review Group recommends that soldiers be informed of their redress rights, i.e., EO, IG, chain of command, and Chaplain, in lieu of a Junior Enlisted Council.

Issue 2. Separate Rations.

a. Issue. Single soldiers are often dislocated from mess halls.

- (1) Single soldiers have not been able to get separate rations when dislocated from mess hall.
- (2) No transportation for single soldiers from barracks to units to the mess hall.
- (3) Missed meals, i.e., conflicting mess hall hours with duty hours.

b. Recommended actions.

Request more liberal policies for single soldiers dislocated from mess hall.

- (2) Review policy on authorization of separate rations based on distances between billets and mess hall and unit and mess hall.

ACTION OFFICE: DRM

STATUS:

a. There are some instances in which single soldiers residing in billets are authorized separate rations (SR); however, these cases are more the exception than the rule. Per the latest HQDA guidance, when government dining facilities are available in the geographical area, they must be used to the fullest extent compatible with economy and efficiency. Soldiers living in the barracks are to be subsisted in kind, and only in exceptional cases are they to be given permission to mess separately.

b. The first field grade officer in the soldier's chain of command may grant permission to mess separately and receive SR.

c. Approving authorities will determine when the location of a government mess, in relation to a member's duty post, makes its use impractical for one of the following reasons:

- (1) Cost of transportation/SR. When the cost of transportation (government or commercial) between duty and mess would exceed the rations not available rate (RNA) less the SR rate. Cost is not a consideration for the noon meal when a soldier's place of duty is not on a military installation.
- (2) Time factor. When the time between mess and post of duty is more than 30 minutes, or there are extenuating circumstances. Time is not a consideration for the noon meal when soldier's place of duty is not on a military installation.

Issue 3. Entertainment/Community Club Concept

a. Issue. Off duty entertainment at Fort Sill is outdated. Soldiers tend to hibernate in the barracks on weekends or spend inordinate amounts of money to leave town rather than stay at Fort Sill.

Community club concept is popular at other installations.

- (2) Trends in entertainment for single soldiers have changed, entertainment provided has not.

There is a lack of accessibility to quality band equipment

Limited live entertainment for soldiers.

No volleyball equipment at Rinehart Gym

Bowling facility is not air conditioned

(7) Little to no difference in civilian prices and military prices for identical services, i.e., bowling, golf.

b. Recommended actions.

(1) Check air conditioning system in bowling alleys.

(2) Provide an alternate area for NCO off duty recreation

(3) Upgrade and maintain outdoor opportunities, i.e., skateboarding, bike tracks, polo, swimming teams, outdoor roller skating.

(4) Frequent concerts, indoor and outdoor, both local and national talent

(5) Frequent talent shows, gong shows, and Battles of the Bands (Star Search format).

(6) Provide transportation to major entertainment events.

(7) Facilitate Rinehart Gym with volleyball equipment

(8) Provide sliding scale pay requirement commensurate to rank for golf membership.

ACTION OFFICES: DPCA (CFA)
DEH

STATUS:

a. The bowling center is air conditioned. DEH will check air conditioning systems to ensure they are functioning properly, and are properly sized for the facilities.

b. The Snake Pit is a club that caters to NCOs for after work socializing. This club is operating temporarily until either the Main NCO Club is reopened, or the III Corps Artillery Club is completed.

c. Due to the recent reorganization of Community Recreation Division, these activities may be considered in the future. However, the high cost of some activities, and availability of present facilities will require additional review.

d. There are a myriad of entertainment activities offered daily. A greater effort will be made to make patrons aware of activities available.

e. Most major subordinate commands do provide transportation to major entertainment events. An individual unit may also request transportation through the Information/Tickets/Registration Office.

f. The Rinehart Fitness Facility was not constructed to be used for volleyball. Honeycutt is the primary site for volleyball, and Rinehart is used primarily for basketball. Providing every sport at every venue has been found to be an inefficient use of facilities. More recreational opportunities can be provided for a greater number of participants when specific facilities are designated for specific sports.

g. The \$40 membership fee allows members access to two first rate 18-hole golf courses, with unlimited golfing privileges. In addition, members may golf free at three area Air Force bases. Patrons may choose either membership, or pay daily greens fee. The daily greens fees are lower at one course to accommodate the lower ranks and those new to golf. By regulation, the golf course must produce revenue, and must be within TRADOC pricing guidelines (within 25 percent of off-post golf courses).

1-3. RELOCATION. The intent of this issue is to enhance the relocation program and to keep family members informed.

Issue 4. Overseas Orientation Briefing.

Issue. Inform soldiers of PCS entitlements.

- (1) Overseas Orientation Briefing (Phase II) is being conducted monthly.
- (2) Key agencies designate a representative

b Recommended actions.

(1) Make Phase II of the Overseas Orientation Briefing mandatory for E1-E5 who are PCSing. Make attendance at briefing discretionary for soldiers above E5. Encourage spouses to attend.

(2) Key agencies to provide trivia information regarding overseas moves to the Cannoneer weekly; rotate among agencies.

ACTION OFFICES: DPCA (MILPER)
PAO

STATUS:

a. Junior soldiers, PVT to SGT, would benefit from the briefings because they have not been overseas before. But some SSG to SGMs who have been overseas numerous times could lead the Phase II Briefing themselves. Make the Phase II Briefing mandatory for all PVT to SGT, and discretionary for soldiers above SGT. Encourage spouses to attend.

b. The Cannoneer will provide appropriate support, but not on a "regular" or "weekly" basis as was proposed. This is because the amount of available space in the newspaper varies each week and the Cannoneer cannot promise these items will always be published.

1-4. FAMILY SUPPORT. The intent of these issues is to enhance the family members' quality of life.

Issue 5. Post Improvements.

a. Issue. To improve the quality of life for Fort Sill and its residents.

(1) Street lighting on Sheridan Road from Rogers Lane to the Sheridan Road gas station is inadequate.

Need to improve the playgrounds on post to accommodate toddlers

Bus routes unclear, inability to access bus schedule

Buses do not go into housing areas

b. Recommended actions

(1) That bus routes be established at the convenience of soldiers and family members during duty and off duty hours to transport them to all main post locations. New route to be established by a combined group of transportation and unit representatives.

(2) Clearly mark post shuttle bus, i.e., larger signs, paint bus a distinctive color.

(3) Simpler maps marked with routes. Also, add bus stop signs to existing stops.

(4) Add harness swings, smaller slides, and small tunnels for toddlers in the playgrounds.

(5) Areas that need lighting include Sheridan Road from Gate 4 to AAFES Shoppette, Gate 3 from gate entrance to Randolph Road, the PX and Commissary parking lots, housing areas, and medical and dental treatment facilities.

ACTION OFFICES: DOL
DEH
DPCA (CFA)

STATUS:

a. Bus service is funded only for training and tactical purposes. There is no plan for a recreational services route, and busses may not go into housing areas.

b. DOL does bus troops, en masse, to on- and off-post special activities.

c. DOL will conduct a survey of MSCs to determine what kind of bus service would be desired.

d. DOL will do what it can to increase visibility of bus route and dissemination of bus information.

e. Streets and parking lots are lighted IAW DoD construction guidelines

f. Playgrounds in family housing areas are the responsibility of DEH. They will try to improve one or two playgrounds per year.

g. DPCA has park and picnic area playground responsibility. They will try to improve one or two playgrounds per year.

1-5. MEDICAL/DENTAL. The intent of this issue is to provide information about medical benefits.

Issue 6. Medical Benefits Education.

a. Issue. Educate the retirees and active duty on benefits or lack of medical care.

Retiree and active duty personnel don't know all the benefits of medical care they are entitled to. The class available to retirees doesn't cover everything they are entitled to. The change in medical care and VA benefits is not getting down to people it should.

b. Recommended actions. Reenforce retirees attendance at the class. Extend the classes. Make packet for the retirees that covers medical care. Special emphasis at Welcome Center when soldier is inprocessing, and during retirement briefing.

ACTION OFFICES: MEDDAC
DPCA (MILPER)

STATUS

a. The MEDDAC currently provides input to a wide variety of publications and speakers at a large number of public forums in order to educate active duty and retired beneficiaries on their medical benefits and entitlements. In fact, this is an ongoing objective of the MEDDAC's Catchment Area Management program. However, the MEDDAC will be willing to work in conjunction with any other organization on post, such as Retiree Services Branch or the Adjutant General, if there are specific proposals aimed at increasing entitlement awareness.

b. Active duty soldiers can get information on medical, dental care, and CAMPO/CHAMPUS from their chain of command or the responsible agency. For retirees, a packet has been prepared by the Retirement Services Office with information pertaining to medical care and VA benefits. At the preretirement orientation, a representative from the VA benefits office briefs in these areas.

1-6. YOUTH. The intent of these issues is to provide education information and improve the quality of life for teens.

Issue 7. Education of Teens

a. Issue. The life of military family members is disrupted by frequent moves, especially in the areas of scholarships and job opportunities.

Family members have difficulty in meeting scholarship requirements due to moves

b. Recommended actions

(1) Scholarships. Establish one central location for scholarship information. Have a regular item in Cannoneer with scholarship information.

(2) College planning. Designate Education Counselor as source for information.

ACTION OFFICE: DPCA (ESO)
PAO

STATUS

a. Scholarships. The criteria for scholarships are established by the scholarship provider and at the provider's own discretion.

b. College Planning. The Fort Sill ACES office already provides information for college planning. Information on out-of-state colleges is available on microfiche at the Main Counseling Center (MCC) in Bldg 3514. Each college application form is different from another and must be dealt with individually. As time permits, education counselors could guide high school seniors as the students prepare their own application forms. The Army Education Center has self-study materials presently available for use in preparing for ACT/SAT exams. The Sheridan Road Learning Center has videotapes on both subjects.

c. Scholarship items are submitted to the Cannoneer, which will provide appropriate support, but not on a "regular" or "weekly" basis as was proposed. The amount of available space in the newspaper varies each week and the Cannoneer cannot promise these items will always be published.

Issue 8. Integrating Teens Into New Community - Quality of Life.

a. Issue. Integrating teens into new community.

(1) Frequent uprooting causes following:

(a) Adjustment to new environment, i.e., lifestyles and recreation.

(b) Loss of old friends, finding new ones.

(2) Change to different schools. Different learning procedures and curriculum and the isolation of newcomers, are stress factors during a move to a new location.

(3) Teens want to know more about parent's job.

b. Recommended actions.

(1) Newcomers' picnic (including adults) or similar event. Develop contacts for school escorts.

(2) Hail and farewells for teenagers.

(3) Offer adventure training (rapelling, survival training, etc.).

ACTION OFFICES: MSCs
DPCA (CFA)

STATUS:

a. Youth Services is organizing a Youth Task Force which will work on projects concerning the youth of Fort Sill.

b. One of the main projects of this task force will be to plan and execute a newcomers' picnic/function. Contacts for school representatives will be made.

c. A suitable site for a teen satellite center has been located. Once the center is open, a teen council will be formed. Hails and farewells will be an ongoing project for the teen council and Youth Services.

d. The Outdoor Adventure Center section of the Outdoor Recreation Division offers outdoor activities such as rappelling, white-water aquatics, and outdoor skills in conjunction with the Youth Services programs on post. Teens age 13 through 15 can participate. Older teens (16-19) are welcome to participate as a group or as individuals in our regularly scheduled outdoor programs.

1-7. RETIREES. The intent of this issue is to increase involvement of retirees and their family members in Total Army activities, while more closely integrating them with the Active Duty Army and improving their quality of life.

Issue 9. Retired Services Activities, Staff, Location, and Command Level

a. Issue. Need to retain and stabilize retirement services and staffing activities throughout the Army as a One-Stop Retirement Activity.

(1) In an effort to eliminate a need to visit several different offices during retirement processing, the Deputy Chief of Staff/Personnel (DCSPER) directed the development of one-stop retirement service at the Retirement Services Office (RSO) level. One-Stop Retirement Service was fully implemented on 11 Jan 85 when Retirement Applications, Final Outprocessing, and Administrative Services were combined with Retirement Services and placed under the supervision of the RSO.

(2) Quarterly Preretirement Orientations are conducted for active duty military personnel nearing retirement.

(3) A retiree open house is held on an annual basis

(4) The Retired Army Personnel Bulletin is forwarded to retirees and widow/ers on a semiannual basis.

(5) Individual in-depth counseling is provided as needed on Survivor Benefit Plan, indebtedness to the government, Veterans Administration-related problems, assistance through Army Emergency Relief, medical assistance, and dual compensation for RA officers.

(6) Administrative services are provided for change of allotments, bonds, address start and stop of Survivor Benefit Plan (SBP), assistance for lost checks, other miscellaneous requests, and administration and determination of eligibility under the Former Spouse Protection Act.

(7) Coordination of the activities of the Installation Commander's retiree councils, and administrative and logistical support is provided.

(8) The Retirement Services Program is designed to assist retiring soldiers in transitioning from military to civilian life, inform retirement eligible personnel of their rights, benefits and privileges, and continue to assist and maintain communication with them after retirement.

(9) The intrinsic effects of retirement depend on how well the retirement process continues.

(10) A good-to-perfect retirement process promotes attitudes of pride and honor, affects a retiree's inclination to "tell the Army Story" and precludes retirees from harboring perceptions of "being second class citizens" when competing for military support services.

(11) The majority of retirees are proud of their service. Some, however, are more willing to admit their former service affiliation than others.

.on

b. Recommended actions.

(1) Welcome Center be sole reporting point.

(2) Develop Standing Operating Procedure for Welcome Center, to include: after duty procedures, mess procedures, billeting procedures, transportation availability/procedures, and initial reporting point for LNO(RC), ANCOG, BNCOC, DRCS III CORPS ARTY, FAS.

ACTION OFFICES: DPCA (MILPER)
DRCS

STATUS: Military Personnel/AG is developing a "flow chart" document to serve as a guide to Welcome Center personnel. The chart will allow Reserve Component soldiers to be timely directed to the appropriate agency, regardless of the ambiguity of their orders or assignment instructions. DRCS will assist to ensure all proper agencies and locations are included.

Issue 11. Programs Available to Reserve Component Soldiers

a. Issue. Reserve Component (RC) soldier/family is not aware of programs available at Fort Sill.

(1) There is different availability according to type of reserve component status.

(2) What can RC member with red ID card do?

b. Recommended actions

(1) DPCA take the lead to develop and publish list of available programs for RC soldiers at Fort Sill.

(2) Distribute program/activity announcements to RC units within 50/100 miles.

ACTION OFFICE: DPCA (FSD)

STATUS:

a. DPCA will develop and publish a list of Fort Sill programs which will show their availability to Reserve Component soldiers and their families.

b. DPCA will work out a satisfactory distribution scheme with Directorate of Reserve Component Support.

CHAPTER 2

INSTALLATION FAMILY ACTION COORDINATOR GUIDE

2-1. WHAT: Family action is a process that commanders use to identify and correct everyday problems faced by soldiers, civilians, and their family members. The term "family" refers to all members of the Total Army Family.

2-2. WHERE: The process occurs at family seminars held by installations, HQ TRADOC, and Department of the Army.

2-3. HOW: Participants attend seminars to raise and debate issues. Issues are everyday problems. Once the seminar participants decide the issues, they rank them in order of their importance. Issues that can be fixed locally are kept at the installation. Issues that require a change to a higher headquarters policy or regulation are sent to HQ TRADOC. Like seminars are held at HQ TRADOC and HQDA to work on the issues raised by the installations. HQ TRADOC and HQDA use these initiatives to prepare their respective family action plans.

2-4. WHO: The most important people in this process are the installation seminar participants. They should represent every category of the Total Army Family. Only through this broad representation can we address the real problems facing the soldiers and civilians and their family members. Installation coordinators manage the family action process, ensure that seminars are held, and monitor the resolution of issues. Coordinators also facilitate the installation's implementation of the TRADOC Army Family Action Plan and the Reserve Component Family Action Plan.

2-5. WHEN: Installations conduct seminars at least annually. HQ TRADOC conducts a seminar prior to the HQDA seminar in the fall. Installation seminars should be held prior to the HQ TRADOC seminar so that selected installation issues may be forwarded to a higher level.

(ATZR-PC)

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